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20 October 1961

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Junior Officer Training Program

1. This memorandum contains a recommendation submitted for Director of Central Intelligence approval. Such recommendation is contained in paragraph 4.

a result of inconsistencies in Agency policy. In particular, I wish to call your attention to the fact that the Agency for the last ten years has been recruiting TOPs as GS-73, or if they have advance degrees GS-8s or nines. The applicants have been advised that they would receive promotions periodically upon entrance on duty and that they would advance while still JOPs, provided of course that their performance was good, to GS-103. Apparently now JOP promotions have slowed down and they are not receiving their advances when they were given reason to expect them. I will not go into the matter of slots, which is rather complicated, other than to say that there is headroom for promotion of JOPs. I would ofte these figures for your attention. In 1978, 133 DD/P employees were promoted from GS-9, of whom 11 were JOPs. In 1959, 67 DD/P employees were promoted from GS-9, of whom 18 were JOPs. In 1960, 47 DD/P employees were

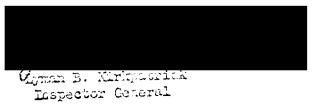
promoted from GS-9, of whom seven were JOEs. (These seven were out of a total of 5% JOEs eligible for promotion.) In the first half of 1961, 14 DD/P employees were promoted from GS-9, of whom four vere JOEs. This becomes more staroling when it is placed against the fact that it is the Agency's intent to bring in from 60 to 90 JOEs per ar; most of them are assigned to the DD/P, which is able to promote only the few numbers indicated above.

3. One of the personnel items on which the Agency has always prided itself is the fact that we do not have to adhere to the traditional Civil Service patterns and that promotions were susictly on merit and that the very good people could move ahead fast. This is no longer a fact. The Department of the Navy has a civilian junior officer training program calking for the recruitment of about 22 per year. It is quite similar to our own program, but the Navy Department in the last six years has promoted 92 per cent of their junior officers who entered during that period to GS-11 or higher; we promoted 46 per cent of sucs. In fact, when the Navy intern completes the program he is a CS-11, and thus one or two grades higher than our own JOT. The General Services Administration and the Department of Labor are currently offering more promotion possibilities to their trainess than we are to ours.

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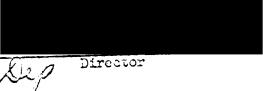
4. I strongly recommend that the matter of JOT promotions be given priority treatment by the Agency Career Council, and perhaps more important that an Agency policy be adopted.

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The recommendation in paragraph, 4 is approved. 22 000000

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Orig: D/Personnel, following approval

cc: DDCI

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